PROMOTING
Dignity
AND
Equality
FOR ALL

SASKATCHEWAN

HUMAN RIGHTS COMMISSION

ANNUAL REPORT

1998-1999

The Saskatchewan Human Rights Code

The Legislative Assembly unanimously passed *The Saskatchewan Human Rights Code* in 1979. The *Code* sets out the fundamental freedoms and equality rights of all members of the human family and prohibits the infringement of those rights in important areas of public life.

> *"All human beings are born free and equal in dignity and rights..."*
>
> —Article 1, Universal Declaration of Human Rights

Part I of the *Code* protects the right to freedom of conscience, religion, expression, and association; the right to vote in provincial elections; and the right to freedom from arbitrary arrest or detention.

Part II of the *Code* prohibits discriminatory policies and practices in employment, education, public services, housing, contracts, publications, professional associations and trade unions. It is illegal to discriminate in these areas on the basis of:

- age (18-64)
- ancestry, race or colour
- family status
- marital status
- nationality or place of origin
- physical or mental disability
- receipt of public assistance
- religion or creed
- sex (covers sexual harassment and pregnancy discrimination)
- sexual orientation

The *Code* empowers the Commission to approve special programs designed to prevent, eliminate or reduce disadvantages suffered by groups of individuals because of a prohibited ground of discrimination. To date, the Commission has approved equity programs for four groups: women, Aboriginal peoples, people with disabilities, and members of visible minorities.

The *Code* also requires the Commission to conduct research and public education designed to eliminate discrimination and further the principles of individual equality and cultural diversity.

Upon application, the Commission or the Director may grant exemptions from the *Code* where this is necessary and advisable.

Commission staff units work together to fulfill the Commission's mandate. The investigation and legal units are primarily responsible for processing human rights complaints. The public and special programs unit is responsible for exemptions, equity programs, communications and public education.

100-04496/

June 30, 1999

The Honourable Chris Axworthy, QC
Minister of Justice
Legislative Building
Regina, Saskatchewan
S4S 0B3

Dear Minister Axworthy:

In accordance with section 49 of *The Saskatchewan Human Rights Code*, it is my privilege to submit to you the 1998-99 Annual Report of the Saskatchewan Human Rights Commission for presentation to the Legislative Assembly of Saskatchewan.

This report reflects the activities of the Commission from April 1, 1998 to March 31, 1999.

Sincerely,

Donna Scott

Donna C. Scott
Chief Commissioner and Director

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Chief Commissioner's Message

This year marked the 50th anniversary of the adoption of the Universal Declaration of Human Rights by the General Assembly of the United Nations. Throughout the world, the event was welcomed as a time to reflect on the progress of the past 50 years, draw attention to continuing human rights violations and renew commitments for the future. Our annual report highlights a number of the messages honouring the anniversary.

World leaders and human rights advocates embraced the anniversary as an opportunity to assess the current state of human rights. There are still places where fundamental rights and freedoms remain elusive and where human rights abuses are a way of life. The many benefits we enjoy in Canada include human rights protections along with the institutions that serve to promote equality.

The Universal Declaration led to the creation of national human rights agencies and the enactment of human rights legislation in a number of countries. In Canada, each province and territory has established such an institution or position charged with the task of protecting, promoting and enforcing human rights. A key feature of these institutions is their independence, ensuring both government and private citizens are subject to human rights laws.

In Saskatchewan, we boast a tradition of leadership in the protection of human rights. In 1947, before the Universal Declaration was adopted by the UN, the Saskatchewan legislature passed into law *The Saskatchewan Bill of Rights*, the first general human rights act in North America. In 1972, the Saskatchewan Human Rights Commission was established and in 1979, *The Saskatchewan Human Rights Code* was enacted. The *Code* amalgamated and improved upon the existing human rights statutes and was considered to be progressive at that time. Since 1979, additional grounds have been added but the *Code's* basic structures and process have remained unchanged.

Human rights law has changed dramatically since the enactment of the *Code* twenty years ago. Concepts such as systemic and adverse impact discrimination, duty to accommodate and sexual harassment were largely unheard of. Today, the *Code* leaves the Commission ill-equipped to address the subtleties and complexities of human rights law. As a response to this problem, the Commission and Saskatchewan Justice undertook a review of the *Code*. Following extensive consultations, the Code review report, *Renewing the Vision*, was released in 1996. The report made 152 recommendations for change. The proposals would modernize the enforcement and promotion of human rights in our province. The Commission would welcome changes based upon the recommendations of the report.

The *Code* imposes on the Commission the onerous duty to further the principles of equality and cultural diversity, promote an understanding and acceptance of human rights and conduct programs to eliminate discrimination from our society. An agency, charged with such a responsibility, needs support and the means to be able to discharge its obligation. As Madam Justice Claire L'Heureux-Dube, of the Supreme Court of Canada stated in 1996, *"We must have the wisdom to appreciate that investing in equality today, especially because times are hard, may well be the key to our peace and prosperity tomorrow."*

For many years, the Commission has had difficulty fulfilling its mandate within its approved funding levels. One of the recommendations of the *Code* review report was that the budget of the Commission should be protected. The report stated that limiting or reducing the Commission's budget may seem innocuous, but is a very effective way of constraining its ability to protect human rights. The writers of the report asserted it is necessary to protect the Commission from "being starved into ineffectiveness".

This year the direct impact of our limited resources on the delivery of service to our clients was illustrated in the dismissal of the *Strongarm* complaints by a board of inquiry. Eighteen Aboriginal people were allegedly discriminated against by a local Saskatoon business. Because of the Commission's limited resources, it was unable to handle the complaints in a timely manner. The board of inquiry dismissed their complaints, essentially leaving the complainants without a remedy for the racism they alleged.

The *Strongarm* case should be of great concern to all of us, not only because there needs to be an effective response to racism against Aboriginal people in Saskatchewan, but also because the victims of discrimination have been re-victimized by the system created to help them.

Now, more than ever, there is a need for a strong and vital Human Rights Commission in Saskatchewan. Widespread racism, particularly against Aboriginal people, is a sad reality in our province. The demographics of Saskatchewan suggest that the

Chief Commissioner's Message

problem of racism will continue. The Human Rights Commission is the agency in Saskatchewan charged with the responsibility of addressing racism, not only through the complaints process, but by delivering public education about racism and by playing an active role in promoting employment equity and education equity programs.

Equity programs are an effective way to fight racism and other forms of discrimination. Unfortunately, however, equity programs and strategies designed to educate and employ Aboriginal people and other disadvantaged groups are often misunderstood and criticized by the larger community. The Commission recognizes the need to place more emphasis on education and equity programs than it is currently able to do.

In spite of these challenges, the Commission undertook a number of important activities this year. We participated in several activities related to the 50th anniversary, which are highlighted in this report. We initiated a successful education series *"Human Rights in the Workplace"* for employers and unions in the province, which we hope to continue on an ongoing basis. Our links with a number of partners in the promotion of human rights and equity were strengthened. The Commission continued to monitor employment equity and approved new plans for two significant employers – Saskatchewan Gaming Corporation and Weyerhaeuser Saskatchewan. We achieved a number of important complaint settlements and board decisions. And while workloads increased, with the support of Saskatchewan Justice and the dedication of the Commission staff, the backlog of unassigned complaints was reduced to fewer than 15 cases for the first time in many years.

During this anniversary year, promises have been made to continue the tradition and renew the commitment to human rights in Saskatchewan. One concrete way of fulfilling those promises is to renew and revitalize the operations of the Human Rights Commission. To do so would continue, in a very real way, Saskatchewan's tradition as a leader in human rights and would provide a legacy of the 50th anniversary for the new millenium.

Donna Scott

Donna Scott
Chief Commissioner and Director

Mission Statement and Goals

Mission Statement

We promote and protect individual dignity, fundamental freedoms and equal rights of all members of the human family.

Goals

The Commission's goals, derived from *The Saskatchewan Human Rights Code*, are to:

- Discourage and eliminate discrimination
- Investigate and resolve discrimination complaints quickly and effectively
- Support, and seek remedies for, individuals and groups who suffer discrimination
- Promote, approve and monitor employment and education equity programs
- Carry out and promote research and education strategies to advance the principles of equality and diversity and encourage understanding of human rights issues
- Provide leadership on human rights-related public policy development and implementation
- Promote advances in human rights legislation and protection

50th Anniversary of the Universal Declaration of Human Rights

Fifty years ago, following the trauma of World War II, the nations of the world came together to declare common principles for protecting "the equal and inalienable rights of all members of the human family". On December 10, 1948, the General Assembly of the United Nations adopted the *Universal Declaration of Human Rights*. To honor the 50th anniversary of that event, the United Nations proclaimed 1998 Human Rights Year.

The Universal Declaration has been one of the most influential and impressive documents of our times. It inspired domestic legislation that in Canada includes provincial human rights codes and the *Canadian Charter of Rights and Freedoms*. It also led to international human rights agreements, such as those relating to racial discrimination, discrimination against women, the rights of the child, and freedom from torture or other cruel, inhuman or degrading treatment.

The Universal Declaration sets out many of the rights now echoed in human rights laws and the Charter – for example, fundamental freedoms such as the right to freedom of thought, conscience and religion; anti-discrimination rights; and rights to security of the person and fair treatment by legal authorities. It also addresses freedom from want, the right to work, the right to an adequate standard of living, the right to education and numerous other civil, political, economic, social and cultural rights.

There has been a significant change in attitudes in Canada and many other parts of the world since the adoption of the Universal Declaration. Today, the respect and promotion of human rights can be genuinely regarded as part of the spirit of the times.

But though the 50th anniversary was an occasion for recognizing progress and achievement, it was also a reminder of what is not yet done. In many parts of the world people do not enjoy the most basic human rights. Even here in Canada, there are many promises to keep before the vision of the Universal Declaration is fully realized. In Human Rights Year, the UN Commissioner for Human Rights, Her Excellency Mary Robinson, called for increased efforts by all nations of the world to make human rights, along with peace, democracy and development, the guiding principles of the twenty-first century.

How we honoured the 50th Anniversary

The Government of Saskatchewan, under the direction of the Provincial Secretary, established an inter-agency committee to act as a catalyst and coordinator for human rights observances and to promote awareness and recognition of the Universal Declaration and Saskatchewan's human rights protections.

Chaired by Donna Scott, Chief Commissioner and Director of the Saskatchewan Human Rights Commission, the Saskatchewan committee included the Ombudsman, the Children's Advocate and representatives from the Human Rights Commission, the Public Legal Education Association, the Women's Secretariat and the Departments of Justice, Education, Labor, Municipal Government, Social Services Intergovernmental and Aboriginal Affairs/ Provincial Secretary.

A major role of the committee was to create and distribute information regarding the Universal Declaration. Information packages developed by the committee on the Universal Declaration were distributed to all schools and to about 1,500 community organizations throughout the province. The committee was also actively involved in promoting 50th anniversary events organized by other agencies. On May 25, 1998, members of the Legislative Assembly spoke on human rights and the *Universal Declaration of Human Rights* during a session of the assembly. A subcommittee was struck to establish a process for recognizing the goals and objectives of the Universal Declaration and ultimately to establish a mechanism for ensuring that human rights policy remains an ongoing priority.

The Commission also undertook a number of activities to recognize the 50th Anniversary. A series of newspaper articles focussing on a variety of human rights issues, "Protecting People's Rights", was developed and published in newspapers throughout Saskatchewan in the months leading up to December 10, 1998. The Commission's spring 1998 newsletter profiled the 50th Anniversary and reproduced the Universal Declaration in its entirety. The Commission's web site highlighted human rights events on a specially created 50th anniversary page.

50th Anniversary of the Universal Declaration of Human Rights

Chief Commissioner Michelle Falardeau-Ramsay, Q.C. of the Canadian Human Rights Commission delivered a public lecture at the University of Regina October 22, 1998 where she discussed a wide range of human rights issues, including women's equality, the rights of Aboriginal peoples and the barriers facing people with disabilities.

The Commission established partnerships with other organizations, such as the Public Legal Education Association (PLEA), which sponsored and delivered *Making a Difference, a Youth for Human Rights Conference*, held during spring break 1998. High school students from Saskatoon and surrounding area attended the three-day workshop. The Commission participated in the planning of the National Human Rights Conference organized by the League for Human Rights of B'nai B'rith Canada, on December 5-7, 1998 in Regina.

Commissioners and staff attended a number of 50th Anniversary events organized by other groups and agencies. Of particular interest was the international conference, *Universal Rights and Human Values: A Blueprint for Peace, Justice and Freedom*, in Edmonton, November 26-28, 1998. The conference featured presentations by renowned human rights advocate and Nobel Peace Prize winner the Most Reverend Desmond M. Tutu, UN Commissioner for Human Rights, Her Excellency Mary Robinson and Supreme Court of Canada Justice, Honorable Antonio Lamer.

Tribute at Government House

Approximately 100 people gathered at Government House in Regina on December 10, 1998 to commemorate the signing of the *Universal Declaration of Human Rights* in Paris 50 years earlier. The celebration was hosted by the Honourable John E. N. Wiebe, Lieutenant Governor of Saskatchewan, and organized by the government's 50th anniversary interdepartmental committee.

Donna Scott, chair of the committee and Chief Commissioner and Director of the Saskatchewan Human Rights Commission, acted as master of ceremonies. Speakers included the Lieutenant Governor; the Honourable Bernhard Wiens, Minister of Intergovernmental and Aboriginal Affairs; and the Honourable John T. Nilson, Q.C., Minister of Justice. The event was attended by many representatives from the community.

"The main task we face on this 50th anniversary is to breathe new life into the declaration so as to face the challenges of the future by remaining true to its basic aims."

—Mary Robinson
UN High Commissioner for Human Rights
November, 1998

Highlights

In 1998-99, the Commissioners and staff participated in several notable events that increased the Commission's profile not only in Saskatchewan but also on the national and international stage.

The Chief Commissioner and Director, Donna Scott, met with representatives of Commission des droits de la personne et des droits de la jeunesse du Quebec to discuss that Commission's investigative process, its employment equity plans and public education activities. Scott also attended the Federal/ Provincial/ Territorial Continuing Committee on Human Rights and the Canadian Association of Statutory Human Rights Agencies (CASHRA) conference in Halifax in June of 1998. The Conference theme was *Change Agents for the 21st Century* and featured workshops and discussions on issues including systemic discrimination, alternate dispute resolution/ conflict resolution, intersectionality and globalization. The conference also paid special tribute to the 50th anniversary of the United Nations *Universal Declaration of Human Rights*.

Commissioner Lynn Archdekin travelled to Costa Rica and Guyana as a team member of a project directed by the Canadian Paraplegic Association and funded by the Canadian International Development Agency. While in those two countries, she met with human rights advocates, community groups and individuals to discuss issues relating to people with disabilities and what has been done and is being done here in Saskatchewan and Canada.

Commissioner Christine Lwanga participated in Regina's Spring Free from Racism activities, including a speech at a commemorative community event. Among Commissioner Lwanga's other activities were keynote speaker at the first annual conference of the Visible Minority Government Employees support group. She also participated at an international AIDS - HIV forum in Ottawa. Commissioner Marjorie Hutchinson represented the Commission at the national B'nai B'rith conference in Regina; she also participated at the Lee Brassard seminar on disabilities in Regina. Commissioner Darren Winegarden, who was appointed to the Commission in December 1998 was involved in planning sessions for the B'nai B'rith conference and active in many Aboriginal peoples initiatives.

Dr. Peter Leuprecht a former director of Human Rights and Deputy Secretary General to the Council of Europe met with Commissioners and staff as well as the provincial Ombudsman and Children's Advocate in March 1999.

At its March Commission meeting, Dr. John Foster and Melina Yannacoulias reported on their participation at the 19th Session of the U.N. Committee on Economic, Social and Cultural Rights. Professor Foster, of the College of Law at the University of Saskatchewan, attended as a representative of Canada's ad hoc NGO committee on trade, investment and human rights. Ms. Yannacoulias, a third-year law student at the University of Saskatchewan attended the conference, observed the sessions and assisted in preparing documents for an interim report.

SHRC hosts Western CASHRA

The Saskatchewan Human Rights Commission played host to Western CASHRA conference in September 1998.

Representatives from the Manitoba, British Columbia and Yukon Human Rights Commissions as well as staff members from the Alberta Human Rights and Citizenship Commission, the Canadian Human Rights Commission, the NorthWest Territories Fair Practice office and Saskatchewan Justice attended the two-day conference in Saskatoon.

The conference began, utilizing a talking circle format, with representatives from each of the participating agencies sharing recent developments within their jurisdiction. Special attention was given to initiatives developed to assist Aboriginal people.

Discussions during the two-day conference included public education initiatives, new developments in investigations, and an examination by Bill Pentney, General Counsel of the Canadian Human Rights Commission and Ross Macnab, Crown Counsel from Saskatchewan Justice's Constitutional Branch, on leading cases and trends, including issues on hate crimes and pay equity.

Donna Scott, Chief Commissioner and Director of the Saskatchewan Human Rights Commission, chaired an informative and thought provoking discussion on some of the major policy and philosophical issues confronting human rights agencies. Among the issues delegates addressed were the role of human rights agencies and what the priorities of the agencies should be, legislative reforms under consideration by the respective agencies and an attempt to determine what future issues will affect an agency's ability to provide effective human rights services.

Highlights

Commission Approves New Policy

In April 1998, the Commission approved a policy relating to persons with disabilities as a designated equity group. The policy was established to promote the employment of persons with disabilities. The policy will allow a more effective use of employment equity plans and enable persons with disabilities that require accommodation to participate in and contribute equally to a workforce which is more reflective of the Saskatchewan community.

Impact of Farm Fuel Tax Rebate Decision

Two years after a human rights board of inquiry ruled there was discrimination in the government's farm fuel tax rebate program, almost 85 million has been paid out to farming spouses.

By July 1998, 84.9 million had been paid out to 3,040 farmers who received a smaller farm fuel rebate than they should have between May 1992 and December 1995 because they were married.

The legislation in place at the time said husbands and wives – even when they were each farmers in their own right – had to form a family farm unit and the family farm unit was entitled to only one rebate.

The Government of Saskatchewan modified the program in September 1996 to allow husbands and wives, if they are both farmers in their own right, to each apply for a fuel tax rebate. Applications for rebate had to be submitted to the Finance Department before December 31, 1998.

Assistant Director Ford Honoured

At its national conference to commemorate the 50th anniversary of the *Universal Declaration of Human Rights*, the League for Human Rights of B'nai B'rith Canada presented a certificate of recognition to Assistant Director Donalda Ford.

The presentation expressed appreciation for Ford's outstanding contribution to the cause of human rights in Saskatchewan.

"For Donalda Ford, human rights was more than a job; it was dedication and personal commitment. It is the personal contributions of individuals like Donalda which can translate human rights from 'issues to action.' "

Human Rights in the Workplace

The Saskatchewan Human Rights Commission together with the Saskatchewan Association on Human Rights in December sponsored a human rights seminar for business and unions.

More than 70 private and public sector employers and union representatives attended the day long seminar in Regina.

The purpose of the seminar was to allow participants the opportunity to discuss first hand with Commission staff, the role of the Commission in the province and to increase awareness of human rights law as it applies to the workplace.

Presentations included an overview of human rights law, a description of the complaint process, information on sexual harassment and job accommodation and a session answering questions employers ask most frequently.

Commission statistics indicate approximately 55 percent of complaints to the Commission originate from workplace incidents. A better understanding of human rights legislation and support for human rights principles in the workplace leads to a more harmonious workplace, less absenteeism and staff turnover.

Plans are in place to hold similar seminars, regularly, in other centres in the province.

Youth for Human Rights Conference

About 60 students from Saskatoon, Regina, Prince Albert, Dalmeny, Warman and Osler attended a *Youth for Human Rights Conference* in Saskatoon in April 1998. Organized by Ian Hingley, a social science teacher at Churchill High School in La Ronge and sponsored by the Public Legal Education Association. The Saskatchewan Human Rights Commission provided facilitators and assistance to enable students to attend the conference.

Participants at the three-day conference addressed such workshop topics as images of Aboriginal women in the media, experiences of immigrant and refugee youth, sexual harassment, student rights and promoting anti-racism.

The conference provided a forum for open-ended dialogue that led to students forming friendships, discussion groups and committees to plan human rights activities at their home schools.

"Despite fifty years with the Declaration as an illuminating vision, it is difficult to say with confidence that the commitment to tolerance is fastened to the spirit of our times."

—Madam Justice Rosalie Silberman Abella
November, 1998

Balancing Work and Family Task Force

The Saskatchewan Human Rights Commission prepared a written submission to the Balancing Work and Family Task Force, a federally-funded task force seeking national input into ways to strike a balance between work and family.

The Commission views balancing family obligations and work as an equality issue because *The Saskatchewan Human Rights Code* prohibits discrimination based on family status. It is also a gender issue because the primary family caregiver is often female.

The Commission's submission, delivered to the task force in June 1998, stressed that human rights legislation can be used to address the work/family dilemma and create a more comfortable fit between work obligations and family needs. Human rights complaints based on family status can lead to remedies in individual cases, and raise public awareness about this aspect of human rights.

The submission also indicated there are serious limitations on the ability of a complaint-driven system to remedy widespread systemic problems. Ultimately the stresses experienced by today's families can only be resolved by systemic solutions that make the harmonization of family and work needs the norm, rather than the exception.

The Complaint Process: An Overview

Individuals or groups who believe they have been discriminated against in a way that is contrary to *The Saskatchewan Human Rights Code* may complain to the Commission. As well, a third party or the Commission itself may initiate a complaint.

The investigation unit is responsible for receiving, investigating and attempting to settle complaints. **Intake** staff are the first to look at a potential complaint and assess it. They decide whether a complaint falls within the jurisdiction of the *Code* and whether there is a reasonable basis for believing discrimination occurred.

If those standards are met, the complaint is **formalized**. That means a complaint form is drafted and signed. The complaint then moves on to the resolution stage of the process. There are two ways to resolve a complaint: through either early resolution or investigation.

Early resolution enables complainants and respondents to negotiate a settlement and dispose of a complaint without going through a full investigation. The parties may choose early resolution before an investigation ever begins. Or, they may decide to attempt settlement when they are part way through an investigation. The settlement process can be achieved by way of face-to-face mediation, shuttle negotiation or a combination of the two. In cases involving Aboriginal complainants the Commission has begun utilizing talking circles. This concept, based on First Nations observances and chaired by Aboriginal elders is intended to provide Aboriginal people with a more culturally relevant method of resolving human rights disputes.

If the parties don't want to settle early in the process, the Commission will conduct a full and impartial **investigation**. Investigators have the authority to interview people who may have information about a complaint. They can also examine relevant records and documents, including employee records.

If there is not enough evidence to support the complaint, it is dismissed. If there is enough evidence to support the complaint, the parties are once again invited to settle the matter. At the post-investigation stage, settlements are negotiated by either investigator/facilitators or the staff solicitor.

If a settlement cannot be reached, the complaint is referred to the Commissioners. The Commissioners may (and usually do) direct the Minister of Justice to appoint an independent **board of inquiry** to hold a formal hearing. The board hears the evidence of both sides and makes a decision about whether the *Code* has been violated. If there has been a violation of the *Code*, the board will order whatever remedies it considers appropriate.

"The notion of rights as universal and indivisible was regarded as impossibly idealistic. But today it's the cornerstone of our human rights philosophy."

–Mary Robinson
UN High Commissioner for Human Rights
November, 1998

Complaint Resolution

The investigation unit works with other Commission units to protect people's rights and discourage discrimination. Its role is to investigate human rights complaints and attempt to settle them.

Most complaints received by the Commission in 1998-99 involved discrimination in the workplace (55.5 percent) and in public services (33.5 percent). The largest numbers of complaints involved discrimination on the basis of sex (36.4 percent), ancestry (16.2 percent) and disability (24 percent). (See Table 1.)

Progress Towards Goals

The investigation unit continued to effectively manage its complaint load in 1998-99 to keep the backlog at manageable levels.

As was the case in the previous fiscal year, fewer than 15 files were in backlog at any one time. This was achieved in spite of additional work being funneled to the investigation unit in 1998-99.

Prior to 1998, it was the staff lawyer who negotiated settlements after the investigation was complete and it was determined there was enough evidence to support the allegations. Those settlements are called *post determination settlements*.

The staff lawyer's increasing workload, however, made it difficult for him to do post-determination settlements in a timely manner. As a result, the work of negotiating post-determination settlements was moved to investigation unit staff.

In 1998-99, investigators worked on 27 post-determination settlements. That left less time to do the investigations work of the unit and the end result was fewer investigations completed than in the previous fiscal year. At year end, staff completed 92 investigation files, down from 126 the year before.

Mediation Services, a branch of Saskatchewan Justice, continued to help out with early resolution settlements. The combined work of their staff and Commission staff enabled 17 complaints to be settled early in the process, typically before the investigation began.

A decision to make additional resources available to the investigation unit helped it handle the increased workload. More hours were given to casual investigators who are hired on a per-file basis. The work of casual investigators and assistance from Mediation Services, together with the energy and experience of regular staff enabled the Commission to keep the backlog at a manageable level.

Nevertheless, the investigation unit was still concerned about having any backlog at all, and towards the latter part of the fiscal year, turned its attention to reducing the length of time it takes to complete an investigation. Discussions were initiated focusing on a more comprehensive case management system. As well, a search began for a computerized case management system that would assist staff in tracking investigation and mediation files.

Over the past few years, the investigation unit has streamlined procedures. After assessing the impact of those changes, in 1998-99 it produced a new procedures manual incorporating those modifications.

The investigation unit also adopted a mission statement and goals, which are set out below.

Goals for 1999-2000

- To maintain the backlog below ten files at any one time.
- To develop more comprehensive case management procedures.
- To develop a computerized data base/case management system.
- To reduce the average length of time it takes to move files through the investigative/ settlement process.
- To increase the number of settlement files.

"Though we can celebrate many advances in the frontiers of political freedom in the past fifty years, millions still live in conditions that prevent them from the full enjoyment of the rights they have been formally accorded. In many respects the gap between those who are secure in their rights and those are not, is growing."

—President Nelson Mandela
Ottawa, September 24, 1998

Settlements

If the Commission concludes, after an investigation, that evidence supports a complaint of discrimination, an attempt is made to reach a settlement between the two parties. Complainants and respondents can choose to settle a complaint at any point in the complaint process. At the intake stage, complaints can be settled informally, without a signed document. Early resolution and post investigation settlements result in written agreements between the parties.

The terms of the settlement are intended to compensate the complainant for any damages suffered as a result of the alleged discriminatory treatment. All parties and the Commission must agree to the settlement which is binding.

Settlements could include such terms as compensation for lost wages or other expenses, and payment for humiliation suffered and loss of self-respect. The respondent might also agree to change his or her discriminatory behavior in the future and to apologize.

In 1998-99, the investigation and legal units settled 35 complaints: 7 informally; 13 through early resolution, and 15 following a full investigation. This represented approximately 14 percent of the 245 cases completed by both units during the year. (See Tables 2 and 3)

Another 19 complaints were resolved by favourable withdrawals. In these cases, the parties reach a satisfactory agreement but decide to settle matters without the Commission's further involvement. Taken together, settlements and favourable withdrawals accounted for 54 or approximately 21 percent of all cases completed.

Settlement Overview

The largest numbers of settlements involved allegations of discrimination based on sex, ancestry and disability.

Of some concern was the persistence of cases involving well-established principles of human rights law. On the positive side, many settlements contained detailed measures to prevent discrimination from recurring.

Sexual Harassment

In 1998-99 there were seven settlements of complaints alleging sexual harassment in the workplace. The Commission settled five sexual harassment cases from female complainants and two complaints of sexual harassment from men.

Waitress suffers persistent harassment

A restaurateur agreed to pay a woman employed as a waitress in his restaurant $2,250 as compensation for ongoing sexual harassment during her term of employment. The woman, who was 17 years old at the time of the incidents, alleged harassing behavior such as comments about her body and unwanted invitations to join him in sexual conduct. She quit her job at the restaurant because she could no longer tolerate the ongoing harassment.

Woman fired after complaint

In another complaint a woman employed as a cook and house parent at a farm home alleged her supervisor sexually harassed her during the last four months of her employment by making unwelcome sexual comments and touching her in a sexual manner. She also alleged that, when she complained about her supervisor's conduct to the owner of the home, she was terminated. The complainant's employer agreed to pay compensation of $10,369 for lost employment income and $5,000 for injury to feelings and self-respect. The supervisor also agreed to pay the complainant $1,200 compensation.

Bar manager's crude comment prompts complaint

A woman employed as a waitress in a lounge alleged the manager of the lounge made unwanted and crude comments about her breasts and women in general in front of customers. Despite the complainant's repeated requests that the manager stop the comments, they continued. She was fired from her job after missing a scheduled shift. The woman believed she lost her job because she aggressively chastised the manager whenever he directed sexist, crude remarks towards her. In reaching a settlement the bar manager paid the woman $2,000 and also agreed to provide a copy of the Commission's pamphlet, Sexual Harassment, to current and new female staff members.

Company pays for employee's conduct

Another settlement illustrates that sexual harassment is a pervasive problem not limited to the service industry. A claims supervisor at a life insurance company alleged that her male supervisor sexually harassed her during an 18-month period by making crude sexual remarks such as asking what colour her panties were, asking if a course she was taking was an "intercourse", referring to a photo in his office as a representation of a penis and engaging in banter of an explicit sexual nature that was embarrassing and insulting to the woman. The supervisor left the company's employment before the woman filed her complaint. The company agreed to pay the woman $5,000 as compensation for injury to feelings and loss of self-respect.

Male supervisor harasses young male assistant

The male complainant worked as an assistant funeral director at a funeral home. He alleged the owner of the funeral home sexually harassed him during the course of his employment through sexual touching and unwanted sexual remarks and requests. The complainant received $3,500 for injury to feelings and loss of self-respect.

Male cook complains of female supervisor's harassment

A male cook in a Saskatoon restaurant alleged his female supervisor made unwanted sexual advances towards him and touched him in a sexual manner. When he refused to work shifts where she was his supervisor, he was fired from his job. The complainant agreed to a $2,000 settlement for loss of self-respect and injury to feelings.

Sex Discrimination

Settlement changes hockey registration rules

A settlement negotiated by the Commission changes the way minor hockey players register to play the game. The settlement gives girls the right to play on a boy's hockey team without having to register for a girl's team as well. Two Regina parents complained to the Commission that a hockey organization discriminated against their daughters. The two girls, age 10 and 12 at the time of the complaint, wanted to play on a boy's hockey team because they found the skill level more challenging. At the time, the organization's rules required a girl who wished to play on a boy's team to first register with an age-appropriate girl's team if one existed. The hockey organization said one reason for the rule was to encourage the development of female hockey. But the parents pointed out the "double registration" rule made it uncertain whether a girl registered on both a girl's and boy's team would be allowed to play the whole season on the boy's team and whether the girl would be charged two annual league fees. The discriminatory rule was changed as a result of the settlement.

Disability

This year's disability settlements emphasize the need for greater awareness of the duty of reasonable accommodation by employers and public service providers.

Perception of disability led to firing

Discrimination against people with disabilities may also take the form of assuming they have limitations they do not. A complainant alleged she was terminated from her job as a freight handler in a department store because her manager perceived her as having chronic back problems. The woman suffered from disc degeneration in her lower back, but claimed this did not interfere with her ability to do her job. In reaching a settlement the company agreed to pay the woman $1,500 compensation for injury to feelings and self-respect and establish a human rights policy in all its Saskatchewan stores.

Settlements

Fired while on stress leave

A woman who worked as a home services supervisor for a district health centre went on disability leave when she developed a stress-related disability. Two months after she was granted leave, she was terminated. The Workers' Compensation Board later found that her disability was caused by chronic stress arising out of her employment and that the stress was unusual and excessive for the type of work she was doing. The district health centre agreed to pay the woman $14,579 plus interest for lost wages and $3,500 as general compensation. It acknowledged she would have been well enough to return to work had she not been terminated.

Restaurateur ignores guide dog policy

A case against a Lloydminster restaurateur who refused service to a blind person because he was accompanied by his guide dog highlights the need for more education. Most restaurants exclude animals because of public health laws, but the Code, which takes precedence over other provincial laws, requires the needs of people with disabilities to be accommodated. After negotiations between the respondent and complainant, the restaurant owner agreed to pay $500 to the complainant and adopted a policy on service to customers with disabilities. This was one of two cases the Commission settled during the year which involved guide dogs barred from restaurants.

Ancestry Discrimination

Racial taunts provoke discrimination

A Saskatoon man who complained of being the subject of racially derogatory epithets at his place of residence received a $1,000 settlement. During the two months the man lived in the apartment, he alleged the building superintendent would yell insulting and degrading remarks about the man's ancestry. The majority of complaints the Commission receives about rental accommodation are based on ancestry discrimination.

Age Discrimination

Refused hotel room, man claims discrimination

A Saskatoon hotelier agreed to pay $1,000 compensation to an 18-year-old man after the man launched a human rights complaint of age discrimination against the hotel. The man was refused a room at the hotel after travelling to the city from Yorkton to attend an entertainment event. He was told by a hotel clerk he was too young to register for the room. *The Saskatchewan Human Rights Code* protects people between the ages of 18 and 64 years from age discrimination. In addition to paying the compensation, the hotel established a policy that does not discriminate against patrons and ensures that all hotel staff is aware of the policy.

Marital status

Husband terminated for perceived conflict of interest

A settlement involving an allegation of employment discrimination based on marital status was settled in 1998-99.

The contract of an employee with a district health board was not renewed when the board alleged he was in a conflict of interest position because the board employed his wife. The health board alleged the wife, who was also a president of the union local, used her position to influence the awarding of work contracts. The health board also alleged the wife exercised her influence on union members who were also responsible for awarding work contracts. However, an investigation showed the husband worked independently from his wife who did not have any supervisory, regulatory or discretionary control over any staff, including her husband. Without admission of liability, the employer paid the complainant $6,169 in compensation.

Board of Inquiry and Court Decisions

If a complaint cannot be settled, the Commissioners may ask the Minister of Justice to appoint a board of inquiry. A board of inquiry is independent of the Commission and usually consists of one person (most often a lawyer). The board hears evidence and arguments from the parties. If the board decides the *Code* has been violated, it may award damages and remedial measures to prevent similar violations in future. Decisions of boards of inquiry can be appealed to the courts on questions of law.

In 1998-99, there were eight board-of-inquiry decisions and three court decisions on human rights complaints. Summaries of the decisions are set out below.

Board of inquiry decisions

Ancestry Discrimination

Two board-of-inquiry decisions upheld complaints of discrimination on the basis of ancestry. Both cases involved racial comments.

Lillian Thunder v. Timothy Houk

A board found that Timothy Houk, operating a cleaning business known as Mrs. Cleans, discriminated against Lillian Thunder by subjecting her to derogatory remarks about First Nations People. The board of inquiry heard evidence that when Houk arrived to clean at the office where Thunder worked, he would make comments she considered insulting or degrading to First Nations people. The board found Houk's persistent insults amounted to discrimination on the basis of race or ancestry and awarded Thunder $400 for injury to feeling and self-respect.

Daisy Lung v. Susan Bicknell and Jim and Jaklen Holdings Ltd.

A second board of inquiry upheld a complaint of Daisy Yok May Lung against Susan Bicknell and Jim and Jaklen Holdings Ltd.

Lung was employed as a waitress at a Saskatoon restaurant for six months when she overheard her supervisor, Susan Bicknell, refer to her oriental ancestry in derogatory terms. Lung notified the restaurant owner of the slur and subsequently gave notice to quit her job. The board of inquiry determined the racial insult amounted to verbal harassment, conduct prohibited by section 16 of *The Saskatchewan Human Rights Code*. It ordered Jim and Jaklen Holdings Ltd. to compensate Lung for two weeks wages plus tips totaling $779 and also ordered Susan Bicknell and Jim and Jaklen Holdings Ltd. liable for injury to feelings and to pay $700.

Employment/Sex

Holly Frechette v. Namraw Lumber Ltd and Ralph Warman

Holly Frechette complained to the Commission she had been discriminated against because of her sex after she had been denied full time hours and eventually terminated from her job at a Kindersley lumberyard. Frechette had worked at the lumber yard for more than four years, primarily inside the store but also doing occasional yard work, helping customers place lumber and other material in their vehicles or helping customers with rental tools and equipment. A board of inquiry heard that after Frechette's hours of work had been reduced, a male had been hired to do essentially the same work as Frechette. After the yard's co-owner, Ralph Warman, gave the male employee full-time hours in March 1993, he terminated Frechette's employment in September that year saying business was slow.

At the board of inquiry, evidence was tendered to indicate Warman remarked at the time of Frechette's dismissal that the male employee, because of his gender, was better qualified for yard work than a woman.

The board awarded Frechette $15,342 as compensation for one year's lost wages and $2,000 as compensation for injury to feelings. Warman and Namraw Lumber Ltd. appealed the board of inquiry decision to the Court of Queen's Bench. The decision of the Court of Queen's Bench is pending.

Unreasonable Delay

Strongarm et al v. Calyniuk Restaurants Inc.

A board of inquiry ruled that a delay of nearly four and a half years from the time a group of complainants filed a complaint with the Commission until the case was heard by a board of inquiry was an unacceptable delay and prejudicial to the respondent, Calyniuk Restaurants Inc.

Sharon Strongarm and 17 other persons, all of Aboriginal ancestry, complained to the Commission in 1994 that they had been asked to leave a Saskatoon nightclub because they did not have SGI photo identification or certain other pieces of identification. They alleged that the practice of asking for identification was not followed with non-aboriginal customers.

Board of Inquiry and Court Decisions

Because of a backlog of complaints and staffing shortages, the Commission was unable to proceed with the complaint in a timely manner.

When the board began to hear evidence, the respondent's counsel argued that the delay in bringing the matter before the board constituted undue delay.

The board agreed, noting in its decision of January 1999 that extraordinary care must be taken by the Commission to ensure that matters proceed expeditiously enough to be scrupulously fair to a respondent, so that justice may be seen to be done and so that the public may have confidence in the fairness of the decisions reached by boards of inquiry.

The board concluded there was an unacceptable delay in the handling of the the complaints and ordered the complaints be stayed. The Commission appealed the decision to the Court of Queen's Bench. The decision of the Court of Queen's Bench is pending.

Family Status

Mary Finch v. Marie Lischynski

A board of inquiry upheld the complaint of a Yorkton woman who said she was denied rental accommodation because of her family status. Mary Finch, married and the mother of a young child, attempted to rent an apartment but Marie Lischynski, the apartment owner refused, saying children were not allowed in the building. The board of inquiry determined Lischynski had violated section 11 of the *Code* by denying the woman accommodation because of her family status. She was awarded $250 as compensation for the loss of self-esteem and hurt feelings.

Sexual Harassment

Florence Betty Hanes v. M&M Ventures Inc. and Helen Wight

A board of inquiry was appointed to hear a complaint of sexual harassment by a female gas bar supervisor towards a waitress. The board heard testimony that the alleged sexual harassment was both verbal and physical. In one incident Helen Wight, a supervisor at the gas bar, placed a broom handle between Hanes' legs. The board of inquiry also heard of an incident when Hanes was standing on a ladder cleaning and Wight approached from behind, held a screw between Hanes' legs touching her private parts, and asked "if it was long enough". The alleged verbal harassment consisted of references to sexual acts and sexual relations. The board ordered Helen Wight to pay $250 damages to Florence Hanes for loss of dignity. The company was absolved when it was shown it acted quickly and responsively by telling the respondent her behaviour was unacceptable.

Tammy Stefanick v. Rene Michaud and Spectronic Service Ltd.

In December 1998, a board of inquiry ordered Rene Michaud and Spectronic Service Ltd., a North Battleford gas station-convenience store owner, to pay Tammy Stefanick $2,180 after it found Stefanick was discriminated against because of her sex.

Stefanick had worked at the self-serve station, running the cash register and overseeing confectionery sales, for approximately three months. One evening while alone in the station, a customer began to inappropriately badger her. When she told him she was engaged, he became abusive and called her names. He also came behind the till and began rubbing himself against her back and demanding she have sex with him.

Stefanick called Michaud who returned to the store immediately but not before calling police. Stefanick was sent home from the remainder of her shift. Police apprehended the man and he was eventually convicted. When she returned to work the next day, she was told by Michaud she was suspended pending the outcome of the criminal matter. Because of the length of time for the criminal proceeding to be completed, Michaud chose not to continue to employ Stefanick. She never worked again for Michaud.

The board of inquiry ruled Stefanick's loss of employment was directly attributable to her position as a female victim of a male sexual assault and a violation of section 16 (1) of the *Code*. The board found that Stefanick suffered humiliation, hurt feelings and loss of personal self-esteem and self-respect.

Board of Inquiry and Court Decisions

Accessibility

Judith Ryan v. Henry Kenneth Ripplinger and HKR Collections Fine Art Limited

In May of 1998 a board of inquiry ordered Regina businessman Henry Ripplinger to construct wheelchair accessible washrooms at his Smith Street tea room-gift shop. The original board of inquiry, appointed in 1993, issued a decision that ordered Ripplinger to pay the complainant $500 and provide wheelchair access to the ground floor. Ripplinger appealed that ruling to the Court of Queen's Bench, which quashed the 1993 decision. Consequently, the Commission appealed to the Court of Appeal and that court upheld the original board of inquiry decision.

In 1997 the board reconvened to hear evidence regarding Ripplinger's compliance with the original 1993 order.

The issues raised before the board included whether the original board of inquiry order required Ripplinger to make washroom facilities wheelchair accessible. The board also considered whether Ripplinger complied with the original order and whether he consulted with the Commission to take measures to prevent the same or similar contraventions of section 12 of the *Code* from occurring in the future. The board determined there was no consultation between the businessman and the Commission to rectify the accessibility question as it related to the washroom. In its decision of May 29, 1998, the board of inquiry ordered Ripplinger to construct a wheelchair accessible washroom.

Mr. Ripplinger appealed that order to the Court of Queen's Bench June 27, 1998 and a decision from the Court of Queen's Bench is pending.

Court Decisions

Jurisdiction of Human Rights Tribunal

The Workers' Compensation Board v. Saskatchewan Human Rights Commission and Sjodin

In July 1998, the Court of Queen's Bench dismissed an application by the Workers' Compensation Board (WCB) to prevent the Commission from directing a Human Rights board of inquiry to hear the complaint of Crystal Sjodin against the Board. Sjodin was an employee of Intercontinental Packers when she suffered a workplace injury. She received workers' compensation wage loss benefits for approximately five months. She was scheduled for surgery but surgery was postponed because she became pregnant. A WCB claims officer advised her that her wage loss benefits were suspended because the postponement of surgery resulted from a non-work-related condition. After her surgery, Sjodin's benefits were reinstated. Sjodin made a formal complaint with the Saskatchewan Human Rights Commission, alleging that the suspension of benefits was discrimination on the basis of sex (pregnancy) contrary to section 12 of the *Code*.

Following an investigation, the Workers' Compensation Board was advised there was probable cause for the complaint and the Commission directed a formal inquiry. The WCB then launched a challenge to the board of inquiry's jurisdiction and the Commission's decision to direct a board of inquiry.

In its ruling, the Court said even if Sjodin had successfully appealed the WCB ruling she might still be entitled to redress under *The Saskatchewan Human Rights Code* if she had been unlawfully discriminated against. "The two processes can go forward concurrently in the same way that civil claims and criminal allegations arising from a single occurrence can proceed at the same time," the Court ruled.

Board of Inquiry and Court Decisions

Saskatchewan Human Rights Commission v. Saskatoon School Division No. 13 and Saskatchewan School Trustees Association

In May 1998, the Court of Queen's Bench heard arguments from the Saskatoon Board of Education, School Division No. 13 and the Saskatchewan School Trustees Association, that a complaint about school policy to encourage and support the practice of Bible reading and recitation of the Lord's Prayer in its schools does not fall within the jurisdiction of a human rights board of inquiry.

The case stems from a complaint lodged by several Saskatoon parents in 1993 that recitation of the Lord's Prayer in public schools interfered with their children's right to freedom of religious practice and it denied their children's right to education without discrimination because of religion.

The Commission argued a board of inquiry has the jurisdiction to determine the extent to which section 93 of the *Constitution Act 1867*, as amended by section 17 of the *Saskatchewan Act*, allows conduct which might otherwise be in violation of section 13 of *The Saskatchewan Human Rights Code* when a school board claims that it has acted pursuant to a constitutional right to provide religious instruction. The Court ruled that while it is desirable to determine the question of a board of inquiry's jurisdiction in advance of a hearing, it is not a compelling reason for delaying a board of inquiry.

In dismissing the school board's application to quash the board of inquiry the Court ruled the question of jurisdictional matters rests in the hands of the board itself.

Stelios Pantazopoulos and George Pantazopoulos v. Saskatchewan Human Rights Commission, Ronald Gates and Christine Storey (Paquette)

In March 1997 a board of inquiry found that Christine Storey was fired from her job at Fitness Adventure in Moose Jaw because she was pregnant. The board ordered Dr. George Pantazopoulos and his son, Stelios Pantazopoulos to pay Storey $8,148 in damages for lost wages, interest and injury to feelings. The Pantazopoulos' appealed the decision to the Court of Queen's Bench arguing the board had no jurisdiction to proceed against George Pantazopoulos because he had filed an assignment in bankruptcy and he had been granted an absolute order of discharge from bankruptcy and was therefore not liable for any civil claim against him. The respondent also argued that at the time of the complaint the fitness club owner Stelios Pantazopoulos was a minor.

A Queen's Bench ruling in April 1998 stated that a person who is discharged from debts in a bankruptcy proceeding is also discharged from any debt arising out of an order made by a board holding a formal inquiry under *The Saskatchewan Human Rights Code*.

The Court did not accept the argument that Stelios Pantazopoulos would not be held liable for the order of the board of inquiry because he was a minor. The Court ruled the son was not being pursued personally, but as owner of the business at the time the complaint arose.

"Human rights law can only be effective where it is supported by a deep-seated commitment to the importance of human rights in our world."

—Mr. Justice Antonio Lamer
Chief Justice of the Supreme Court of Canada
November, 1998

Employment Equity

The Commission has the legislative mandate to promote equality through the approval and monitoring of equity programs under section 47 of *The Saskatchewan Human Rights Code*. The Commission's equity initiatives have focused on two areas: employment and education.

The vision of employment equity is an inclusive workplace that benefits from the resources of a diverse workforce and enables all groups to contribute to the community's economic well being.

Since 1980, the Commission has approved private and public sector employment equity programs in Saskatchewan. The Commission currently monitors 37 employment equity plans. These employers are leading the way in demonstrating Saskatchewan workplaces can become representative of the communities they serve. They embody the positive qualitative and quantitative changes brought about by a diverse workforce and are building places of employment that include, rather than exclude, women, Aboriginal people, people with disabilities, and visible minority people.

The Commission worked with two new employers to develop employment equity plans in 1998-99.

Saskatchewan Gaming Corporation

The Saskatchewan Gaming Corporation runs Casino Regina and employs 425 persons. They have an agreement with the Federation of Saskatchewan Indian Nations, which specifies that: "the corporation shall have a target of 50% Aboriginal employment". The Commission initially provided the Gaming Corporation with an exemption to allow for preferential hiring while their equity plan was being developed. The Commission, in January, approved the corporation's plan.

Weyerhaeuser Saskatchewan

Weyerhaeuser Saskatchewan's plan includes a commitment to ensure their own employees, as well as the sub-contractors and other suppliers, reflect the demographics of the local communities. The Prince Albert-based wood product manufacturer employs more than 1,100 people. Nearly all Northern Saskatchewan communities have a high Aboriginal population. One of Weyerhaeuser's goals is to have their workforce reflect the people in the community. Weyerhaeuser is a large private-sector employer and is to be commended for voluntarily instituting an employment equity plan.

Progress Report

In Saskatchewan most employment equity programs are voluntary. The majority of equity plans are with public sector employers. They are demonstrating a strong commitment to hire affirmatively from the four designated groups as well as ensuring positive measures are in place to support a diverse workplace.

An employment equity program begins with a detailed survey of the employer's workforce. The plan establishes numerical goals, a timetable for achieving them and special measures to address the workplace's specific needs. The Commission expects employers to make reasonable efforts to implement and monitor their plans and to report annually on their progress.

Employers with equity plans have achieved results and are becoming more representative of the working age population. Progress is slow, but there has been progress – the foundation and framework of the inclusive workplace is taking shape among employers with equity programs.

The Commission's employment equity report was released at the June 1998 Employment Equity seminar held in Regina. This report reflected the Commission's new three-year, rotating monitoring system for employment equity plans. The report provided an overview of equity programs in the Crown Corporations and Treasury Board Crowns.

Some report highlights:

- People with disabilities continue to benefit least from employment equity. They make up to 3.5% of employees in workplaces with equity programs, substantially below their 9.7% representation in the working age population.
- Women generally do not have difficulty in obtaining work but continue to face barriers to equality when trying to get jobs as managers or in non-traditional and under-represented occupations. Women continue to be concentrated in specific occupational groups that tend to be the lowest paid.
- Aboriginal people were represented at a rate of 6.4% in the workplaces monitored by the Commission. With the current working age Aboriginal population at 12.2% and the 20-year projected working-age population of 25%, additional strategies need to be implemented.
- Members of visible minorities comprised 2.8% of the total workforce. This is slightly higher than the representation of visible minority people in Saskatchewan.

The Employment Equity Seminar

This year the Commission took a different approach with its review and presentation of the annual Employment Equity reports. An Employment Equity seminar held on June 17, 1998 was organized to encourage sponsor representatives from the public sector and community group members to actively participate in round-table discussions on various subjects including glass ceiling/glass walls; education and awareness training; employment equity/diversity values; accommodation; outreach recruitment and selection; accountability and communication.

Goals for 1999-2000

- Continue to build and strengthen partnerships with equity employers, government agencies and organizations that support human rights principles and equity initiatives
- Work with employers to increase approved equity plans
- Finalize and circulate the definition of visible minorities for equity purposes
- Continue to improve the monitoring process

"...we need to build consensus on the society we want to live in, with a balance of freedom and responsibilities that lets everyone find a place...we need to recognize that those of us still struggling for fair treatment may need the rest of us to accept changes that will make our communities work for everyone."

—Michelle Falardeau-Ramsay, Chief Commissioner
Canadian Human Rights Commission
October, 1998

Education Equity

K-12 Program

In 1985, the Commission launched an education equity program for Aboriginal students in response to research showing that as many as 90 percent of those students were leaving school before completing grade 12.

It was clear that Aboriginal children were not receiving the same benefits from the educational system as their non-Aboriginal classmates. The Commission asked school boards with significant numbers of Aboriginal students to develop education equity programs under section 47 of the *Code*. Programs focused on five areas: curriculum; school policies and practices; parental involvement; cross-cultural training for teachers; and efforts to increase the number of Aboriginal teachers.

By 1989, most school boards with significant enrollments of Aboriginal students had equity plans. These plans have evolved over time and now include anti-racism or anti-discrimination policies, training for all staff and procedures to deal with discriminatory incidents.

The Commission's Education Equity program has received international recognition by UNICEF, in the *Implementation Handbook for the Convention on the Rights of the Child*, a publication to promote and protect children's rights.

There are currently 19 approved plans in K-12 school divisions with approximately 71,580 students.

The amalgamation of several school divisions in recent years has drawn more divisions into the education equity program. For example, the equity plan of Wilkie School Division was approved in 1987. It continues in effect, but now applies to the LandsWest School Division that includes the former Wilkie and Kerrobert divisions. (See Table 6 for details.) During the past year, the Commission also approved the new equity plan of Turtleford School Division.

Sharing Responsibility for Equity in Education

The success of the Commission's education equity program has depended on many partnerships forged over the years with educational bodies and community groups.

These cooperative relationships have developed, and a number of education partners now share formal responsibility for equity in the K-12 system. This was the result of a commitment by Saskatchewan Education in 1994 to provide leadership in moving equity along at a faster pace in the province's education system. The Equity in Education Forum is composed of representatives from the Commission, Saskatchewan Education, Saskatchewan School Trustees Association, Saskatchewan Teachers' Federation, League of Education Administrators, Directors and Superintendents, Gabriel Dumont Institute, the University of Saskatchewan and the University of Regina. The Saskatchewan Indian Federated College has also been invited to participate.

In *Our Children, Our Communities and Our Future: Equity in Education:* the Saskatchewan Human Rights Commission works with Saskatchewan Education and education related organizations to establish an education culture and environment that supports all students so they can receive maximum benefit and opportunity from the K-12 education system.

As well, the focus of equity initiatives has expanded to cover all students, not only those of Aboriginal ancestry.

Expanding Equity in K-12

The Commission will continue to support individual school boards by approving and monitoring K-12 education equity plans, while working with its partners on the Forum to develop plans to address the needs of all students.

Thirty-six school divisions and approximately 100 individuals participated in the Commission's annual education equity seminars in Regina and Saskatoon in November 1998. The seminars provided an overview of reports from school divisions with approved plans, then moved into small group discussions on "How to Assess Success in Equity."

Post-Secondary Program

Most post-secondary education equity plans refer only to Aboriginal people. Some, though, are broader. For example, the College of Arts and Science at the University of Saskatchewan has an equity program for female students in the math department. The Saskatchewan Institute of Applied Science and Technology (SIAST) program covers all four designated groups. Other post-secondary institutions participating in education equity plans include the Colleges of Nursing, Medicine, Dentistry, Pharmacy and Nutrition at the University of Saskatchewan, the School of

Education Equity

Physical Therapy at the University of Saskatchewan, Gabriel Dumont Institute (preparatory, technical and university programs), Northern Teacher Education Program and Saskatchewan Urban Teacher Education Program.

The Commission monitors all post-secondary programs on an annual basis. Because of limited financial resources, the Commission has been unable to organize an annual seminar for post-secondary institutions with approved plans.

Goals for 1998-99

- Increase the number of approved equity plans
- Expand equity plans to comply with the policy framework of the Equity in Education Forum
- Continue to build and strengthen effective partnerships with educational institutions, educational agencies, and other organizations supportive of education equity

"As long as discrimination and poverty are a fact of life for some Canadians, we have not accomplished the goals set out for us in the Universal Declaration... We must all renew our commitment to creating a society that makes the Declaration's vision a reality for everyone."

—Michelle Falardeau-Ramsay, Chief Commissioner
Canadian Human Rights Commission
October, 1998

Public Education - Moving into the Community
"1995 - 2004 U.N. Decade for Human Rights Education"

Public education is a vital part of the Commission's mandate. The *Code* directs the Commission not only to investigate complaints but also to do educational work that will prevent discrimination from occurring.

The Commission provides public education about human rights through print material such as newsletters and pamphlets; through speaking engagements at meetings, conferences and workshops; through networking and the media; and through the internet. The Commission also lends videos on human rights issues to the public free of charge.

The Commission's web site can be found at http://www.gov.sk.ca/shrc/. It contains Commission policies, pamphlets, recent issues of the SaskRights and Equity Forum newsletters, an article index, and a list of approximately 90 videos available for loan. It is linked with other human rights web sites, and can be used to download *The Saskatchewan Human Rights Code and Regulations*.

The Commission sees a need for much greater public education than its budget permits. Over time, the Commission's educational resources have diminished because of the growing need to allocate funds to the complaint system. In 1998-99 the Commission provided 166 presentations compared with 141 the year before. However, the Commission receives many more requests for public education than it is able to accommodate. Employers, educators, unions, community organizations and others have expressed a need for more print materials, electronic information, presentations, policy guidance and staff training.

Some Educational Activities in 1998-99

- Presentations on sexual harassment to a medical clinic
- A series of mini-workshops on rights in the workplace, presented to more than 300 students enrolled at a business college
- An overview of the duty to accommodate at a wood products plant. Twenty-four senior managers, senior union officers and members of the CARE committee attended the seminar
- Staff made a presentation on harassment responsibilities and liabilities to 15 board members and managers of a tourist organization. A Code of Conduct was discussed during the presentation
- The Chief Commissioner/Director attended the Canadian Federation of Municipalities Conference in Regina where she delivered a speech to the Conference's race relations subcommittee workshop.

Educational Partnerships

In its 1996 review of Saskatchewan's human rights legislation, the Commission identified the need to share responsibility for human rights protection with other groups and agencies. In keeping with that principle, the Commission undertook the following joint educational projects in 1998-99.

- Staff assisted in the organization of a *Youth for Human Rights Conference* sponsored by PLEA and attended by high school students from Saskatoon, Regina and Prince Albert.
- The Commission participated in the planning of a national human rights conference organized by the League for Human Rights of B'nai B'rith Canada, on December 5-7, 1998 in Regina.
- The Commission collaborated with the provincial Women's Secretariat as well as with other community-based organizations on an interdepartmental committee to develop and distribute *Sexual Harassment: A Guide for Complainants*. The pamphlet provides clear and concise information about the options and processes available to individuals seeking to resolve situations of sexual harassment in the workplace.
- Commissioners attended a Saskatoon conference organized by the community to commemorate March 21, the International Day for the Elimination of Racial Discrimination.

Public Education - Moving into the Community
"1995 - 2004 U.N. Decade for Human Rights Education"

Print Materials

The Commission produces two newsletters – *SaskRights* and *Equity Forum* – that reach an audience of approximately 5,000.

The Commission produces other educational materials as well, including approximately 15 pamphlets on human rights topics and Commission procedures. Thousands of pamphlets are distributed every year. Staff also prepare guidelines, reports, policies and other print materials to assist the public in understanding human rights issues and the *Code*.

In 1998-99, the Commission handled 166 media calls and issued several news releases about settlements, boards of inquiry, and equity programs. It distributed two editorials – one on racism and the other commemorating International Human Rights Day – to the province's daily and weekly newspapers. It also wrote articles on human rights topics for other publications. To mark the International Day for the Elimination of Racial Discrimination, March 21, the Commission prepared a special editorial which was distributed to daily and weekly newspapers in Saskatchewan.

Protecting People's Rights

To commemorate the 50th anniversary of the signing of the Universal Declaration of Human Rights, the Commission prepared a series of articles, *Protecting People's Rights*, for distribution to weekly and daily newspapers throughout Saskatchewan. Among the issues the articles dealt with were: sexual and racial harassment, job rights and pregnancy discrimination.

The Commission supplied weekly newspapers throughout Saskatchewan with an article: A Time to Recognize the Value of Human Rights, to commemorate the 50th Anniversary of the signing of the *Universal Declaration of Human Rights*.

Staff responded to more than 4,000 inquiries for information about the *Code*, human rights issues, and Commission activities by telephone, letter, and to callers who drop into Commission offices.

Goals for 1998-99

- Provide public education to the extent financial resources allow
- Develop a strategic plan for public education
- Increase public education in rural areas and in urban centres outside Regina and Saskatoon
- Develop partnerships with community organizations

"Before we relinquish the lessons of history to those who fear its transforming vision, before we allow the civil libertarian spirit to hold us in exclusive thrall, and before we are lured into intellectual lassitude by the success of the lucky and the tenacious, we need to remember the rights lesson of the Second World War. The enormity of its intolerance shocked us into a new understanding of diversity. We should need no more shocks to retain that understanding."

—Madam Justice Rosalie Abella
November, 1998

Exemptions

The Commission has the authority to grant exemptions from the *Code* to employers, public service providers, educational institutions, business owners, landlords, professional associations and trade unions.

Exemptions permit individuals and organizations to carry out activities that would otherwise violate the *Code*. They are granted where the Commission considers them "necessary and advisable," or where an exemption promotes human rights principles of fairness and equality or complements an equity program. Most exemptions directly advance *Code* objectives. For example:

- The *Code* prohibits sex discrimination in employment. The Commission granted an exemption to a Regina personal care facility, for female residents only, to allow preference to be given to hiring female staff. Female residents in the home were uncomfortable with male attendants assisting residents in bathing and clothing.
- The Commission granted an exemption to the Saskatoon Children's Centre in order to meet the needs of a gender balanced team when recruiting and hiring staff.
- The *Code* prohibits housing discrimination on the basis of ancestry. However, the Commission has exempted some organizations so they can provide housing exclusively to Aboriginal people, who often have difficulty finding acceptable housing in urban centres.
- The *Code* prohibits sex discrimination in education. However, it granted an exemption enabling Regina Catholic Schools to restrict the recipients of a scholarship to Catholic female students in accordance with the desire of the scholarship donor. The Sister of Our Lady of the Mission established the annual scholarship to focus on the education of Catholic women and girls.
- The Commission granted an exemption to Saskatchewan Post-Secondary Education and Skills Training for its First Nations skills training program to allow preference to be given to people of Aboriginal ancestry, women, people with disabilities, visible minorities, youth and people on social assistance when determining participation in the education program.

In 1998-99 the Commission received 23 new applications for exemption and granted 20. Exemptions were granted from Section 12 (public services), Section 13 (education), Section 16 (employment) and Section 19 (pre-employment advertisements, job applications and job interviews). At the end of March 1999, there were 230 active exemptions, compared with 209 one year earlier.

The process of applying for an exemption is usually straightforward, fast and informal. Typically, the Chief Commissioner and Director considers and decides most applications within a month, referring more complex applications to the Commission as a whole for decision.

The Commissioners may hold an oral hearing if requested to do so by someone with a direct interest in the application or if the Commission believes a public exploration of the facts and issues is required. Exemptions are granted for a limited period of time and may be renewed. A Commission decision on an exemption can be appealed to the courts.

Exemptions represent a steadily growing part of the Commission's workload. The number of files opened account for only part of the rising workload. Because exemptions are monitored and extended on an ongoing basis, current files require a substantial amount of attention.

Accessibility

Human rights legislation requires businesses, government agencies, rental accommodations, schools and workplaces to be accessible to people with disabilities.

The Saskatchewan Human Rights Code provides that physically disabled people have the same right as others to receive services and have access to public buildings.

It is critical that business and public service owners understand local and provincial building permits do not guarantee compliance with human rights law. Since the *Code* takes precedence over all other provincial legislation, builders must also comply with human rights legislation.

Protecting the rights of people with disabilities shows most clearly a fundamental tenet of modern human rights law: true equality requires accommodation of differences, not identical treatment regardless of circumstance.

Unfortunately, inaccessible buildings and facilities continue to prevent people with disabilities from entering many public services and from gaining employment.

Some building owners mistakenly believe making facilities accessible to all members of the public or accommodating employees with disabilities costs too much. In reality, most modifications are easy and inexpensive. Ramps, non-slip floors and glass doors marked with colored tape are all affordable accommodations. They make life easier for other people too – like seniors and parents with baby strollers.

Moreover, the *Code* does not oblige any business to undertake accommodations that would cause the business undue financial hardship.

In the past 12 years, the Commission has received approximately 56 accessibility complaints against public service providers in the province. The majority of these complaints were resolved cooperatively. Typically, the parties will negotiate accommodating measures that are within a business's means. During the past year the Commission opened seven disability/ accessibility files. Six of the files were in the public services category while the seventh was a complaint against an educational institution.

Many owners agree that accessibility increases profitability and makes good business sense. According to 1995 Statistics Canada data, 22 percent of Saskatchewan people, an increase of three percent over four years, have some form of disability. They are a large and growing segment of the population with the potential to be valuable customers and employees.

"Fifty years later...we seem to have allowed human rights to move from its confident primacy in the centre of the justice picture to the defensive margins of the canvas."

—Madam Justice Rosalie Silberman Abella
November, 1998

Commission Members

Members of the Saskatchewan Human Rights Commission are appointed by the Lieutenant-Governor in Council (Cabinet).

Commissioners met eight times this year to set policy, review complaints, ratify settlements, decide whether to send complaints to a board of inquiry, grant exemptions, and to consider applications for employment and education equity plans.

Commissioners further public education by providing information about the Code, human rights and equality issues. They also participate in community development work on human rights issues.

Donna Scott
Chief Commissioner/Director

Before coming to the Commission, Scott worked for a number of years in the Family Court system, most recently as provincial co-ordinator of court-based services for families. Before that she was Registrar of the Unified Family Court. When with the Family Court system, Scott consulted with various departments and agencies on family and children's issues and served on a number of related departmental and interdepartmental committees. She has served on the board of directors for the Elizabeth Fry Society and is currently on the executive of the board of directors for PLEA (Public Legal Education Association). She is also Chair of a government, interdepartmental committee to recognize the 50th anniversary of the Universal Declaration of Human Rights. Scott has a Bachelor of Arts degree and a Bachelor of Laws degree (LL.B) from the University of Saskatchewan. She was first appointed in October 1996 and reappointed in November 1997.

Lynn Archdekin
Commission Member

Archdekin is a Saskatoon businesswoman who has a diverse background in the business arena and an extensive knowledge of employee benefits. She has two professional designations, a CEBS (Certified Employee Benefit Specialist) and a FLMI (Fellow of the Life Management Institute). Archdekin brings her experience and perspective as a wheelchair user to her role as Commissioner. She was initially appointed in April 1993, and was designated Deputy Chief Commissioner in September 1996.

Marjorie Hutchinson
Commission Member

Hutchinson has extensive experience in human rights and labour issues. A long-time trade unionist, she was actively involved in the Office and Professional Employees International Union where she acted as shop steward and member of the negotiating committee and the women's committee. Hutchinson has also facilitated courses sponsored by the Canadian Labour Congress. She was appointed to the Commission in January 1994 and reappointed in February 1999.

Christine Lwanga
Commission Member

Lwanga has worked on numerous projects dealing with racism and minority rights. She has been Executive Director of the Saskatoon chapter of Immigrant Women of Saskatchewan, Program Director of the Saskatoon Multicultural Council, and Executive Director of the Saskatchewan Coalition Against Racism. At the international level, Lwanga has worked as Africa Regional Co-ordinator for the International Baby Food Action Network. Lwanga continues to be active in the multicultural community, and is currently President the African Association of Regina past president of Immigrant, Refugee and Visible Minority Women of Saskatchewan. She has a degree in social work and a masters degree in Business Administration (MBA). She received her appointment to the Commission in January 1994 and was reappointed in February 1999.

Darren Winegarden
Commission Member

Winegarden is currently Director of Justice for the Federation of Saskatchewan Indian Nations and a member of the Law Society of Saskatchewan. He is a member of the Kawacatoose First Nation. He received his Bachelor of Arts from the University of Saskatchewan in 1988 and his Bachelor of Laws from the University of British Columbia in 1991. Winegarden has worked with several First Nations, Tribal Councils and affiliates on a variety of matters including policy and management. He is a member of the Aboriginal Court Worker Advisory Board, Saskatchewan Indian Justice Council and Aboriginal Justice Learning Advisory Board. He was appointed December 1998.

Commission Staff

Professional human rights staff and administrators carry out the Commission's daily business. In 1998-99, the Commission's total staff amounted to the equivalent of 19.0 full-time positions. The following individuals worked full-time, part-time, on a casual basis or in term appointments.

Saskatoon Staff

Shelley Bartram, Human Resources Coordinator

Jan Cadman, Secretary

Linda Charlton, Investigator/Facilitator

Pat Cook, Intake Consultant

Terry Craig, Communications Coordinator

Dianne Derkson, Secretary

Lois Henderson, Budget Coordinator

Tim Korol, Investigator/Facilitator

Genevieve Leslie, Education Equity Advisor

Bev MacSorley, Secretary

Kaye Munro, Secretary

Darien Moore, Staff Solicitor

Gerry Parenteau, Investigator/Facilitator

William Rafoss, Supervisor of Investigations

Karen Ross, Secretary

Laurie Adrian Rude, Investigator/Facilitator

Vera-Marie Wolfe, Acting Assistant Director

Milton Woodard, Senior Staff Solicitor

Regina Staff

John Abraham, Investigator

Heidi Chan, Secretary

Laurena Daniels, Intake Consultant

Pat Danforth, Education and Equity Advisor

Lisa Donovan, Secretary

Donalda Ford, Assistant Director

Jenny Heeg, Investigator

Maria Majano-Ponce, Secretary

Robin McMillan, Investigator/Facilitator

Rebecca Otitoju, Secretary

Fran Passmore, Investigator/Facilitator

Pearl Ulmer, Secretary

Statistical Tables

Table 1 – Summary of Complaints Received April 1, 1998 to March 31, 1999 by Ground and Category

Category	Age	Aboriginal Ancestry	Other Ancestry[1]	Marital Status	Mental Disability	Physical Disability	Religion[2]	Sexual Harassment	Sex/Other	Sex/Pregnancy	Family Status	Sexual Orientation	Public Assistance	N/A	Total	Percent
Application Forms	2	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1.4
Bill of Rights	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0.5
Contracts	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Education	0	0	0	0	2	2	0	3	0	0	0	0	0	0	7	3.3
Employment	6	11	2	4	4	31	3	25	10	12	2	4	0	2	116	55.5
Housing	0	2	0	0	0	0	0	0	1	0	3	1	0	0	7	3.3
Occupations	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0.5
Professional & Trade Associations	0	0	1	1	0	0	0	0	0	0	0	0	0	0	2	1.0
Public Services	2	12	4	9	0	11	0	2	22	1	1	4	1	1	70	33.5
Publications	0	2	0	0	0	0	0	0	0	0	0	0	0	0	2	1.0
Purchase of Property	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Reprisals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Trade Unions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Total	10	27	7	14	6	44	3	30	33	13	7	9	1	5	209	
Percent	4.8	12.9	3.3	6.7	2.9	21.1	1.4	14.4	15.8	6.2	3.3	4.3	0.5	2.4		100.0

1. Other Ancestry includes colour, nationality, place of origin and perceived race.
2. Religion includes creed.

Statistical Tables

Table 2
Number and Disposition of Complaints in Investigation Unit in 1998-99

Complaints carried into reporting period[1]	**142**
Files opened during period	209
Disposition at intake	
No reasonable grounds/no jurisdiction	62
Withdrawn (favourable)	6
Withdrawn (not pursued)	48
Settled (informal)	7
Application forms review	3
Total dispositions at intake	126
Formalized for investigation during period	72
Disposition at investigative stage	
Withdrawn (favourable)	13
Withdrawn (not pursued)	5
Early resolution	13
No probable cause	34
Probable cause	26
Total dispositions at investigative stage	91
Total dispositions during period	217
Complaints carried forward to next period[2]	**134**

1. This figure represents the number of files being worked on by the investigation unit at the end of March 1998.
2. This figure represents complaints carried into reporting period plus files opened during period less total dispositions during period.

Table 3
Number and Disposition of Complaints in Legal Unit in 1998-99

This table reports on complaints forwarded to the staff solicitor following a probable cause determination.

Complaints carried into reporting period[1]	39
Complaints forwarded to legal unit following probable cause determination	32
Boards of inquiry held	8
Disposition	
Withdrawn	3
Dismissed by Commission	1
Settled	11
Settled after board of inquiry directed[2]	3
Substantiated by board of inquiry[3]	7
Dismissed by board of inquiry[4]	2
Total dispositions during period	27
Complaints carried forward to next period[5]	**43**

1. This figure represents the number of files being worked on by the legal unit at the end of March 1998.
2. This figure includes complaints settled by consent order issued by a board of inquiry.
3. *Judith Ann Ryan* v. *Henry Kenneth Ripplinger and HKR Collections Fine Art Limited* (services/accessibility), *Florence Betty Hanes* v. *M & M Ventures Inc.* (employment/sex[harassment]) *Mary Finch* v. *Marie Lischynski* (accommodation/family status) *Daisy Yok-May Lung* v. *Susan Bicknell and Jim and Jaklen Holdings Ltd.* (employment/race and ancestry), *Holly Frechette* v. *Ralph Warman and Namrate Lumber Ltd.* (employment/sex), *Lillian Thunder* v. *Timothy Houk* (services/race), *Tammy Stefanick* v. *Rene Michaud and Spectronic Service Ltd.* (employment/sex[harassment]).
4. *Sharon Strongarm* v. *Calyniuk Restaurants Inc.* (services/race and ancestry), *Larry Wiens* v. *Calyniuk Restaurants Inc.* (services/race and ancestry).These complaints were dismissed without hearing evidence because the board ruled undue delay in bringing the complaint to the board was prejudicial to the respondent.
5. This figure represents complaints carried into the reporting period plus complaints referred to unit during reporting period less total dispositions during period.

Table 4
Appeals and Other Court Hearings in 1998-99[1]

Appeals pending at beginning of period	3
Decisions pending at beginning of period	1
Appeals/court hearings commenced by any party during period	6
Appeals/court hearings during period	6
Decisions for commission[2]	4
Decisions against commission	0
Appeals/court hearings pending at end of period	3
Decisions pending at end of period	3

1. This table includes appeals from board of inquiry decisions as well as hearings on jurisdictional and procedural issues.
2. *Storey* v. *Pantazopoulos* (Q.B.); *Workers' Compensation Board* v. *Saskatchewan Human Rights Commission* (Q.B.); *Fancy et al* v. *Saskatoon School Division No. 13* (Q.B.); *Fancy et al* v. *Saskatoon School Division No. 13.* (C.A.)

Table 5
Employment Equity Plans at March 31, 1999

	Employees	*Date Approved*
Saskatchewan Human Rights Commission	31	January 1980
Saskatchewan Telecommunications	4653	October 1982
Saskatchewan Government Insurance	1610	February 1984
Information Systems Management Corporation	n/a	December 1984
The Co-operators	429	August 1985
City of Regina	1655	February 1987
City of Saskatoon	2354	February 1987
Government of Saskatchewan (out of scope)		June 1987
Government of Saskatchewan (SGEU)	13295	November 1988
Government of Saskatchewan (CUPE)		July 1989
Saskatchewan Teachers' Federation	86.5	January 1991
Prince Albert Co-operative Health Centre	88	October 1991
Northern Lights School Division #113	221	December 1991
Regina Police Service	566	March 1992
University of Saskatchewan	3955	September 1992
Saskatchewan Research Council	235	December 1992
Saskatchewan Legal Aid Commission	135	March 1994
SaskEnergy Incorporated	994	March 1994
Regina School Division No. 4	2025	March 1994
Saskatchewan Transportation Company	247	August 1994
Saskatchewan Water Corporation	241	August 1994
Saskatchewan Wetland Conservation Corporation	21	September 1994
Saskatchewan Property Management Corporation	1068	February 1995
SaskFor MacMillan Limited Partnership	537	February 1995
Crown Investments Corporation	66	March 1995
Saskatchewan Power Corporation	2250	August 1995
Northlands College	112	September 1995
Saskatchewan Communications Network	21	February 1996
Community (Saskatoon) Health Services Association	134	June 1996
John Howard Society	31	June 1996
Saskatchewan Opportunities Corporation	55	November 1996
Saskatchewan Crop Insurance Corporation	526	May 1997
City of Prince Albert	370	May 1997
University of Regina	1018	October 1997
Regina Women's Community Centre	6	March 1998
Saskatchewan Gaming Corporation	425	March 1999
Weyerhaeuser Canada	1,000	March 1999
Total Employees	40,560[1]	

1. This figure represents the total of all full-time, part-time and temporary employees covered by employment equity plans. The actual total is higher, because figures were not available from 3 employers.

Table 6
Education Equity Plans at March 31, 1999

K-12 School Division	Date Approved
Saskatoon Catholic	May 1987
Indian Head	June 1987
Meadow Lake	August 1987
Northern Lakes	August 1987
Saskatoon Public	August 1987
Regina Catholic	October 1987
Biggar	December 1987
Cupar	January 1988
Wadena	May 1988
Northern Lights	September 1988
Broadview	November 1988
Kamsack	January 1989
Prince Albert Catholic	February 1989
Scenic Valley	February 1998
Turtleford	June 1998
LandsWest (formerly Kerrobert and Wilkie Public)*	
North West Catholic (formerly North Battleford Catholic, Unity Catholic and Wilkie Catholic) *	
Saskatchewan Rivers (formerly Kinistino, Prince Albert Public, Prince Albert Comprehensive and Prince Albert Rural)*	
Battlefords School Division #118 (formerly North Battleford Public school Division #103 and Battleford Public School Division #58)*	
Total Students (approximate)	**71,580**

* These divisions were formed in 1997 with the merger of several school divisions, including some that already had approved education equity plans. The plans continued in effect upon merger.

Statistical Tables

Table 6
Education Equity Plans at March 31, 1999 (continued)

Post-Secondary	Date Approved
Gabriel Dumont Institute (GDI) Saskatchewan Urban Teacher Education Program (SUNTEP)	August 1980
Northern Teacher Education Program/Northern Professional Access Program (NORTEP/NORPAC)	September 1981
Gabriel Dumont Institute (Preparatory, Technical and University Programs)	September 1983
College of Arts and Science, University of Saskatchewan	February 1988
Saskatchewan Institute of Applied Science and Technology (SIAST)	May 1990
College of Nursing, University of Saskatchewan	January 1991
College of Medicine, University of Saskatchewan	January 1993
College of Pharmacy and Nutrition, University of Saskatchewan	August 1994
College of Dentistry, University of Saskatchewan	April 1995
School of Physical Therapy, University of Saskatchewan	September 1996
Western College of Veterinary Medicine	September 1997

Table 7
Total Inquiries in 1998-99

Inquiries disposed of	4647

Table 8
Education Activities in 1998-99

Media Contacts	166
News Releases .	10
Presentations	166
Community Consultations	61
Displays	0
Video Loans	58

Table 9
Exemption Applications in 1998-99

Exemption Applications	23

Statistical Tables

Table 10
Capital Assets and Financial Expenditures, 1998-99

Capital Assets

	Cost	Accumulated Amortization	Net Book Value March 31, 1999
Office Furniture	$4,289	$590	$3,699
Office Equipment	$5,961	$1,192	$4,769
Computer Hardware	$53,550	$33,015	$20,535
Total	**$63,800**	**$34,797**	**$29,003**

NOTE: The Commission has been required to record capital asset information since April 1, 1996. This report includes capital assets acquired since that date.

Financial Expenditures by Unit in 1998-99

Operations	$225,661
Complaint Processing	$603,076
Public and Special Programs	$252,228
Total	**$1,080,965**

NOTES:

1. This statement has not been audited. However, it is consistent with financial information provided to the Commission by the Department of Justice.
2. All expenditures-including salaries, services, materials, travel expenses, etc.-are allocated among the units.
3. The salaries of the Chief Commissioner/Director, Assistant Director and secretaries are allocated among all units. In addition, salaries in each unit include the following. Operations: budget coordinator and human resources coordinator. Complaint processing: intake consultants, investigator/facilitators, supervisor of investigations and senior staff solicitor. Public and special programs: education and equity advisors, communications coordinator.

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ISSN 0826-953X